

SENATE BILL No. 130

DIGEST OF INTRODUCED BILL

Citations Affected: IC 4-15-17.

Synopsis: State employee job evaluation system. Requires the civil rights commission to establish a job evaluation system for the state personnel department to use to determine the comparable work value of the work performed by each class of state employees. Requires the state personnel department to submit a report containing the results of its activities to the general assembly not later than January 1 of each odd-numbered year, beginning in 2011.

Effective: July 1, 2009.

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January 7, 2009, read first time and referred to Committee on Pensions and Labor.

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Introduced

First Regular Session 116th General Assembly (2009)

PRINTING CODE. Amendments: Whenever an existing statute (or a section of the Indiana Constitution) is being amended, the text of the existing provision will appear in this style type, additions will appear in **this style type**, and deletions will appear in ~~this style type~~.

Additions: Whenever a new statutory provision is being enacted (or a new constitutional provision adopted), the text of the new provision will appear in **this style type**. Also, the word **NEW** will appear in that style type in the introductory clause of each SECTION that adds a new provision to the Indiana Code or the Indiana Constitution.

Conflict reconciliation: Text in a statute in *this style type* or ~~this style type~~ reconciles conflicts between statutes enacted by the 2008 Regular Session of the General Assembly.

SENATE BILL No. 130

A BILL FOR AN ACT to amend the Indiana Code concerning state offices and administration.

Be it enacted by the General Assembly of the State of Indiana:

1 SECTION 1. IC 4-15-17 IS ADDED TO THE INDIANA CODE AS
2 A **NEW** CHAPTER TO READ AS FOLLOWS [EFFECTIVE JULY
3 1, 2009]:

4 **Chapter 17. State Employee Job Evaluation System**

5 **Sec. 1. As used in this chapter, "balanced class" means:**

6 (1) a class in which not more than:

7 (A) eighty percent (80%) of the class members are male; or

8 (B) seventy percent (70%) of the class members are
9 female; or

10 (2) a class in which the percentage of class members from any
11 particular minority group exceeds that minority group's
12 percentage in the state's population.

13 **Sec. 2. As used in this chapter, "class":**

14 (1) for state employees in the classified service, has the
15 meaning set forth in IC 4-15-2-2.3; or

16 (2) for state employees not described in subdivision (1), means
17 a group of positions that:

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- (A) have similar duties and responsibilities;
- (B) have the same general qualifications necessary to perform the duties;
- (C) use comparable selection procedures to recruit employees; and
- (D) use the same or a similar compensation schedule.

Sec. 3. As used in this chapter, "commission" refers to the civil rights commission established by IC 22-9-1-4.

Sec. 4. As used in this chapter, "comparable work value" means the value of work measured by the skill, effort, responsibility, and working conditions normally required in the performance of the work.

Sec. 5. As used in this chapter, "department" means the state personnel department established by IC 4-15-1.8-2.

Sec. 6. As used in this chapter, "equitable compensation relationship" means:

- (1) the compensation for a female dominated class is not consistently below the compensation for a male dominated class of comparable work value, as determined under this chapter; or
- (2) the compensation for a race dominated class is not consistently below the compensation for a class of comparable work value, as determined under this chapter, that is not dominated by a particular race.

Sec. 7. As used in this chapter, "female dominated class" means a class in which at least seventy percent (70%) of the class members are female.

Sec. 8. As used in this chapter, "male dominated class" means a class in which at least eighty percent (80%) of the class members are male.

Sec. 9. As used in this chapter, "minority group" has the meaning set forth in IC 4-13-16.5-1.

Sec. 10. As used in this chapter, "race dominated class" means a class in which the percentage of class members from a particular minority group exceeds by at least ten percent (10%) that minority group's percentage in Indiana's population.

Sec. 11. Not later than December 31, 2009, the commission shall establish a job evaluation system for the department to use to determine the comparable work value of the work performed by each class of state employees. In establishing the job evaluation system, the commission may draw upon job evaluation systems used by other state or local governments or those generally

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accepted by the human resources profession.

Sec. 12. The department shall use the job evaluation system established in section 11 of this chapter to determine the comparable work value of the work performed by each class of state employees. The system must be maintained and updated to allow the department to:

- (1) establish new employee classes; and
- (2) make changes in factors affecting the comparable work value of existing classes.

Sec. 13. (a) The department shall submit a report containing the results of the department's activities under section 12 of this chapter to the general assembly on January 1 of each odd-numbered year, beginning in 2011.

(b) The report required by subsection (a) must identify the following:

- (1) All female dominated classes.
- (2) All male dominated classes.
- (3) All sexually balanced classes.
- (4) All racially balanced classes.
- (5) All race dominated classes.
- (6) All female dominated classes where an equitable compensation relationship does not exist.
- (7) All race dominated classes where an equitable compensation relationship does not exist.
- (8) The pay range, average pay rate, and distribution of pay rates for the classes identified in subdivisions (1) through (7).
- (9) The source of data used to support the report's findings, excluding data obtained for or from individual state employees.

(c) The department shall:

- (1) submit the report required by this section to the general assembly in an electronic format under IC 5-14-6; and
- (2) make the report available in the same manner as other public records under IC 5-14-3.

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